



STANDARDS OF APPRENTICESHIP
adopted by

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u> <u>DOT and/or SOC</u>	<u>Term</u>
ACOUSTICAL CARPENTER	860.381-010	3900 - 6000 HOURS
BOAT BUILDER	860.361-010	5200 - 8000 HOURS
CABINET MAKER	660.280-010	5200 - 8000 HOURS
CARPENTER	860.381-022	5200 - 8000 HOURS
DRYWALL, APPLICATOR	842.361-030	3900 - 6000 HOURS
INSULATION APPLICATOR	869.664-014	2600 - 4000 HOURS
LATHER	842.361-010	3900 - 6000 HOURS
MAINTENANCE CARPENTER	860.281-010	5200 - 8000 HOURS
RESIDENTIAL CARPENTER	860.381-640	5200 - 8000 HOURS
SHIPWRIGHT	860.381-058	5200 - 8000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

JULY 19, 1946
Initial Approval

OCTOBER 22, 2004
Committee Amended

APRIL 21, 2006
Standards Amended (review)

APRIL 21, 2006
Standards Amended (administrative)

By: MELINDA NICHOLS
Chair of Council

By: PATRICK WOOD
Secretary of Council

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

The Washington State Apprenticeship and Training Council (WSATC) has the authority to develop, administer, and enforce apprenticeship program standards (Standards) for the operation and success of an apprenticeship and training program in the State of Washington.

Apprenticeship programs and committees function, administer, or relinquish authority only with the consent of the WSATC and only apprentices registered with the supervisor or recognized under the terms and conditions of a reciprocal agreement will be recognized by the WSATC. Parties signatory to these Standards declare their purpose and policy is to establish and sponsor an organized system of registered apprenticeship training and education.

These Standards are in conformity and are to be used in conjunction with the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code); Apprenticeship Act, Chapter 49.04 RCW (Revised Code of Washington); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which govern employment and training in apprenticeable occupations. They are part of this apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship. Additional information may need to be maintained by the program that is supplemental to these apprenticeship standards. This information is for purposes of ensuring compliance with decisions of the WSATC and the apprenticeship laws identified above.

If approved by the council, such amendment/s and such changes as adopted by the council shall be binding to all parties. Sponsors shall notify apprentices of changes as they are adopted by the council. If and when any part of these Standards becomes illegal, as pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Department of Labor and Industries (L&I) may adopt language that will conform to applicable law. The remainder of the Standards will remain in full force and effect.

See WAC 296-05-003 for the definitions necessary for use with these Standards.

I. GEOGRAPHIC AREA COVERED:

The sponsor has no authority to conduct training outside of the geographical area covered by these Standards. The sponsor may enter into an agreement (portability agreements – see WAC 296-05-303(3)) with other apprenticeship committees for the use of apprentices by training agents that are working outside their approved geographic area. Also, if a reciprocity agreement (see WAC 296-05-327) is in place, the out-of-state sponsor may use their registered apprentices. The sponsor will ensure compliance with the provisions of any agreement recognized by the WSATC.

The area covered by these Standards shall be as follows: Beginning on the Columbia River at the town of Carley and following the line between Klickitat County and Benton County north to highway 82, then east to the Benton County Line, then north to the intersection of highway 24 and highway 240, then north and east along highway 24 to a point due south of exit 164 on highway 90, then north to exit 164, then west on highway 90 to highway 283, then north and east along highway 283 to Lake Lenore, then south east to the town of Odessa, then southeast to Ritzville,

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

southeast to Washtucna, southeast to Perry, southeast to Dodge, then directly south to the Washington/Oregon state line, then following the Washington/Oregon state line west to the point where the Washington/Oregon state line intersects the Columbia River, then following the state line down the Columbia river to the town of Carley, the place of beginning. This territory includes all of Franklin, Benton, and Walla Walla Counties, and parts of Adams, Grant, Lincoln, and Columbia counties.

See attached map. (End of Standards)

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner (see WAC 296-05-316).

- Age: **Be at least 18 years of age.**
- Education: **Possess high school or college diploma or G.E.D. (Provide Copies)**
- Physical: **Be physically able of perform the work of the trade.**
- Testing: **Pass the United Brotherhood of Carpenters entrance exam. (70% required).**
- Other: **Possess a Valid Drivers License**

III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedures (see Part D of Chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, national origin, age, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations. (WAC 296-05-316(3))

A. Selection Procedure:

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

1. To make application for the Apprenticeship Program, the applicant may sign for a dated application form at the following sites.

Apprenticeship Office, 2819 W. Sylvester, Pasco, WA 99302; 8:00 a.m. - 5:00 p.m., Monday through Friday, (509) 545-1781

2. The application is to be completed and returned to the Pasco Apprenticeship office within 30 days, together with proof of age. No action will be taken on applications that are not completed within 30 days.
3. (Selected Entry) This JATC recruits and registers apprentices based on industry needs. Applicants who successfully complete the United Brotherhood of Carpenters entrance exam (70% required), will be scheduled for an interview and evaluation by the JATC at a "Safety and Orientation (S&O) Class". Those applicants who can document a substantial amount of recent, related, construction (minimum of 40 hours) employment, to be verified by the apprenticeship staff, will be scheduled for an eight (8) hours S&O class. Applicants who cannot document such previous experience will be scheduled for a forty (40) hour S&O class. The S&O class will be conducted on days established by the Apprenticeship Committee. When an applicant has completed the S&O class, he/she will be placed in a "pool of eligible applicants," based on their combined total scores from the Compass Test, Interview, and S&O class.
4. (Selected Entry - Pre-Apprenticeship) Graduates of committee approved programs that have an articulation agreement with this JATC may be placed into the "pool of eligible applicants" based on their scores from the Articulated Program and the Entrance Exam. Applicants must attain a 3.0 or better on the Skill Competencies of the MAIP pre-apprenticeship curriculum and meet the minimum requirements of these Standards to be considered for placement into the pool.

Selected Entry applicants shall remain active on the applicant Eligibility List, subject to selection, for a period of two years from the date of evaluation, unless removed at an earlier date by their own request or by failing to respond to the committee when notified. Once in "the pool of eligibles", applicants must acquire the minimum tools prior to registration (tool list made available upon request). The minimum required tool list will be provided during the S&O class. The applicants will be registered based on the highest scores first, as jobs become available. The ranked scores may be pierced to meet affirmative action goals. Applicants in the "pool of eligibles" must check in with the JATC Office (see above address) at monthly intervals to maintain his/her eligibility. The applicant must also keep the Committee informed of his/her current address and phone number or will be dropped from the list. Applicants who have been

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

dropped may petition the JATC for reinstatement to the list provided it has not been more than one year since being evaluated.

EXCEPTIONS

5. (Direct Entry) An employee of a non-signatory employer not qualifying as a Journey level person when the employer becomes signatory, shall be evaluated by the JATC, using consistent, standard, nondiscriminatory means and registered at the appropriate period of apprenticeship based on the skill and knowledge of the applicant. For such applicants to be considered, they must meet the minimum qualifications.
6. (Direct Entry) An individual who signs an authorization card during an organizing effort wherein fifty percent (50%) or more of the employees have signed the authorization cards, whether or not the employer becomes signatory, and is an employee of the non-signatory employer and does not qualify as a journey level worker, shall be evaluated by the JATC, using consistent, standard, nondiscriminatory means, and registered at the appropriate period of apprenticeship based on previous work experience and related training. When registered, individuals entering through this method must be employed by a participating employer. For such applicants to be considered, they must meet the minimum qualifications.
7. (Direct Entry) Individuals relocating from another SAC/ATELS approved Apprenticeship Program may receive direct entry into the apprenticeship program as soon as they meet the minimum qualifications.
8. (Direct Entry) Graduates of UBC Job Corps Programs or a Committee approved College Carpentry Program may receive direct entry into the apprenticeship program as soon as they meet the minimum qualifications provided that the application is completed within one year of graduation from said program.
9. (Direct Entry) A UBC journey level worker may request a change or revision of their classification and/or a change from their current apprenticeable occupation to another related occupation and may receive direct entry into the apprenticeship program for that occupation, provided that said applicant can document work hours in UBC craft, equal to or exceeding the minimum hours required by these standards to be a journey level worker in the selected occupation. Applicants who are UBC registered apprentices and wish to change their craft must have 1000 hours of employment in the craft or their existing apprenticeship. The minimum qualifications of these Standards must also be met.
10. (Direct Entry) Employees of an employer who has not signed a collective bargaining agreement and wishes to have their employees trained, may

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

receive direct entry into the apprenticeship program provided: (WAC 296-05-417(3))

- a. They meet the minimum qualifications
 - b. The employer signs a Contribution Agreement with the Carpenters-Employers Apprenticeship & Training Trust Fund of Eastern Washington-Northern Idaho.
 - c. A list of those employers approved as training agents will be maintained and monitored. These employers agree to all Federal and State approved regulations as called for in the WAC. (WAC 296-05-001)
11. (Direct Entry) Registered Native Americans who have secured work under a TERO Project may receive direct entry into apprenticeship provided:
- a. The employer is an approved training agent of these Standards.
 - b. The applicant has met the minimum qualifications.
12. (Direct Entry) US Military Veterans with documented construction related work experience that meet the minimum requirements, may be given direct entry, only if approved by the JATC at a regular committee meeting.
13. (Direct Entry) The JATC may waive any of the above entrance procedures by piercing the list of applicants for affirmative action requirements.

Note: All applicants entering through Selected or Direct process must possess the required basic tools for the job before registration. Contact the JATC Office for a list.

B. Equal Employment Opportunity Plan:

1. Participate in any workshops conducted by employment service agencies for the purpose of familiarizing schools, employment agencies and other appropriate personnel with the apprenticeship system and current opportunities therein. (WAC 296-05-413(3)(b)).
2. The granting of advance standing or credit on the basis of previously acquired experience, training skills or aptitude shall be applied equally for all applicants (WAC 296-05-413(3)(h)).
3. To encourage preparatory trade training or other programs designed to afford related work experience or to prepare candidates for apprenticeship, a sponsor shall make appropriate provisions in its affirmative action plan to assure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program. (WAC 296-05-413(3)(g)).

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

Discrimination Complaints.

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint (WAC 296-05, Part D).

IV. TERM of APPRENTICESHIP:

The minimum term of apprenticeship must not be less than 2000 hours or 12 months of work experience in each occupation identified in these Standards as apprenticeable. The term of apprenticeship must be stated in hours or months of employment.

The term of apprenticeship shall be the hours employment as stated below for each of the occupations listed.

<u>OCCUPATION</u>	<u>TERM OF APPRENTICESHIP</u>
ACOUSTICAL CARPENTER	3900 - 6000 HOURS
BOAT BUILDER	5200 - 8000 HOURS
CABINET MAKER	5200 - 8000 HOURS
CARPENTER	5200 - 8000 HOURS
DRYWALL, APPLICATOR	3900 - 6000 HOURS
INSULATION APPLICATOR	2600 - 4000 HOURS
LATHER	3900 - 6000 HOURS
MAINTENANCE CARPENTER	5200 - 8000 HOURS
RESIDENTIAL CARPENTER	5200 - 8000 HOURS
SHIPWRIGHT	5200 - 8000 HOURS

The terms stated herein is only a guideline for on the job training hours where Performance Evaluated Training System (PETS) is used. PETS is performance based and allows apprentices to advance at their own pace according to their accomplishment.

V. INITIAL PROBATIONARY PERIOD:

All apprentices are subject to an initial probationary period, stated in hours or months of employment for which they receive full credit toward completion of apprenticeship. Advance credit/standing will not reduce the initial probationary period. The initial probationary period:

- Is the period following the apprentice's acceptance into the program and during which the apprentice's appeal rights are impaired. The initial probation must not exceed twenty percent (20%) of the term of apprenticeship unless an exemption by the WSATC has been granted for longer probationary periods as specified by Civil Service or law.

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- Is the period that the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice of the apprenticeship agreement may terminate the agreement without a hearing or stated cause. An appeal process is available to apprentices who have completed the initial probationary period.

All apprentices employed in accordance with these Standards shall be subject to a probationary period not exceeding the first 800 hours of employment.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee that is on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. The sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. Apprentices will work the same hours as journey-level workers, EXCEPT where such hours may interfere with related/supplemental instruction. (see WAC 296-05-316(5))

- A. The ratio of apprentices shall reflect the appropriate collective bargaining agreement.**
- B. The employment of apprentices shall be in accordance with the following ratios:**
 - 1. Each employer may employ one (1) apprentice for each of the first five (5) carpenters employed, but must employ one (1) apprentice when there are five (5) or more journey level workers employed per job site.**
 - 2. In addition to "1", each employer shall employ one (1) additional apprentice for each five (5) journey level workers per job site.**

In no case shall the ratio be greater than one apprentice to one journey level worker per job site.

VII. APPRENTICE WAGES and WAGE PROGRESSION:

The apprentice will be paid a progressively increasing schedule of wages based on specified percentages of journey-level wage consistent with skills acquired. These may be indicated in hours or monthly periods set by the sponsor. The entry wage will not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable federal law, state law, respective regulations, or by collective bargaining agreement.

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. When the apprentice is granted advanced standing the sponsor must notify the employer/training agent of the appropriate wage per the wage progression schedule specified in these Standards.

Boat Builder, Carpenter, Maintenance Carpenter, Residential Carpenter, and Shipwright:

Step	Number of hours/months	Percentage of journey-level rate
1	650 - 1000 hours	60%
2	650 - 1000 hours	65%
3	650 - 1000 hours	70%
4	650 - 1000 hours	75%
5	650 - 1000 hours	80%
6	650 - 1000 hours	85%
7	650 - 1000 hours	90%
8	650 - 1000 hours	95%
Total Hours	5200 - 8000 hours	

Cabinet Maker:

Step	Number of hours/months	Percentage of journey-level rate
1	650 - 1000 hours	70%
2	650 - 1000 hours	72%
3	650 - 1000 hours	75%
4	650 - 1000 hours	78%
5	650 - 1000 hours	81%
6	650 - 1000 hours	85%
7	650 - 1000 hours	90%
8	650 - 1000 hours	95%
Total hours	5200 - 8000 hours	

Acoustical Carpenter, Drywall Applicator, Lather

Step	Number of hours/months	Percentage of journey-level rate
1	650 - 1000 hours	45%
2	650 - 1000 hours	55%
3	650 - 1000 hours	65%
4	650 - 1000 hours	75%
5	650 - 1000 hours	85%
6	650 - 1000 hours	95%
Total hours	3900 - 6000 hours	

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

Insulation Applicator

Step	Number of hours/months	Percentage of journey-level rate
1	650 - 1000 hours	50%
2	650 - 1000 hours	60%
3	650 - 1000 hours	75%
4	650 - 1000 hours	90%
Total hours	2600 - 4000 hours	

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit.

Employers/training agents shall only use registered apprentices to perform the work processes as stated in this section. (WAC 296-05-003 - Definitions)

Each apprentice shall be given work experience according to the craft area in which he or she has been registered. Schedules for the work process of the specific craft area covered by these Standards are as follows:

<u>A. Acoustical Carpenter:</u>	<u>APPROXIMATE HOURS</u>
1. Tools and materials identification, use and safety	200 - 300
2. Layout (all phases)	600 - 900
3. Leveling and Alignment	500 - 700
4. Suspended ceiling, exposed grid	600 - 1000
5. Suspended ceiling, concealed grid	500 - 700
6. Suspended ceiling, concealed spline	300 - 500
7. Integrated Ceiling Systems.....	200 - 300
8. Glue and Stapled Acoustical Ceiling.....	300 - 400
9. Elevated Floors.....	200 - 300
10. Installation of Batt and Blanket Insulation - faced and un- faced with separate vapor barrier	100 - 200
11. Application of Blown, Sprayed, and Foam Insulation and Fireproofing.....	100 - 200
12. Installation of Insulation, Sound and Thermal in Partitions, Ceilings, and Floors	300 - 500
TOTAL HOURS:	3900 - 6000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

<u>B. Boat Builder:</u>	<u>APPROXIMATE HOURS</u>
1. Millwork.....	1040 - 1600
a. Operate bandsaw, circular saw	
b. Operate joiner, thickness planer	
c. General millwork	
d. Lumber storage and stockroom	
2. Hull Construction.....	1950 - 3000
a. Make and assemble main timbers; make, assemble and erect frames, stringers, bulkheads, deckbeams.	
b. Put on planking and ceiling	
c. Make and install superstructures	
d. Lay decking and flooring	
e. Lofting	
f. Glass work	
3. Preparation for installation of engines & equipment preparation: bore shaft log, install stuffing boxes, steady bearings, pumps, fuel tanks, engine controls, capstan, winches and gears.	260 - 400
4. Spars and Rigging	260 - 400
a. Make masts, booms and bowsprits	
b. Fit and secure fittings on spars	
c. Apply protective coatings on spars	
d. Install and rig masts and booms	
5. Launching	130 - 200
a. Make ways, cradles and supports	
b. Staging	
6. Repair	1170 - 1800
a. Make repairs on hulls	
b. Make repairs on spars and rigging	
c. Estimate repair jobs	
7. Miscellaneous.....	390 - 600
TOTAL HOURS:	5200 - 8000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

<u>C. Cabinet Maker:</u>	<u>APPROXIMATE HOURS</u>
1. Sharpen and use hand tools	325 - 500
2. Work from stock bills and drawings.....	325 - 500
3. Use of power equipment, cutoff saws, table saws, jointers, routers, planers, shapers, sanders, etc.	975 - 1500
4. Grinding knives and filing saws.....	325 - 500
5. Laying, matching and cutting veneers	195 - 300
6. Dressing and preparing material for assembly	325 - 500
7. Gluing stock.....	130 - 200
8. Layout work for milling and general trim-saw work from stock bills and details.....	650 - 1000
9. Sand moldings, glue flat work and squares, clean for finish.	130 - 200
10. Assemble doors, drawers, skeleton frames, fit and sand doors and drawers, fit and apply molding, match veneers.....	520 - 800
11. Assemble and install cabinets, built-ins, paneling, etc.....	975 - 1500
12. Independent layout, machining and assembly of cabinets and built-ins.	325 - 500
TOTAL HOURS:	5200 - 8000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

<u>D. Carpenter:</u>	<u>APPROXIMATE HOURS</u>
1. Care and use of tools and woodworking machinery.....	325 - 500
2. Form building..... Build and place straight concrete forms, irregular concrete forms, concrete forms for stairways and floors, walls and columns.	780 - 1200
3. Rough framing Floor, wall, roof, stair, scaffolding, etc., on bathhouse and heavy construction. Roof covering.	780 - 1200
4. Layout Batterboards, partitions, doors and windows, box-out in concrete walls.	325 - 500
5. Outside finishing Application of door and window trim. Fit and sand doors and windows. Application of all exterior finishes and related trim.	520 - 800
6. Inside Finishing Application of door and window trim. Fit and sand doors and windows. Application of baseboards and moldings. Construction and setting of cases, wardrobes, stairwork. Flooring - (all materials) Application of hardware and fittings to exterior and interior of buildings, doors and windows.	975 - 1500
7. Welding	325 - 500
8. Plastics and resilients.....	195 - 300
9. Acoustics and Drywall	650 - 1000
a. Ceilings: Layout, cutting, assembly and installation of all materials and component parts (1) Hangers, channels, furring and backing boards (2) Bars: main tees, cross tees, splines (3) Stiffeners and braces (4) Ceiling angles or moldings (5) Finish ceiling materials (6) Items of local practices	
b. Walls and partitions: Layout, cutting, assembly, erection and/or application of all materials and component parts. (1) Floor and ceiling runners (2) Studs, stiffeners, bracing, fireblocking (3) Resilient and furring channels	

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

(4) Layout, framing enclosing, and trimming of door frames, window frames, vents, light wells, and other openings	
(5) Wall angles and moldings	
(6) Studless and laminated installations	
(7) Thermal and sound insulation	
(8) Installation of backing and finish materials	
(9) Fireproofing of columns, beams and chases	
(10) Items of local practices	
10. Miscellaneous.....	260 - 400
Safety, scaffolding, walkways, shoring, sheds, protection, etc.	
11. Asbestos abatement and other hazardous material handling and disposal.	65 - 100
TOTAL HOURS:	5200 - 8000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

<u>E. Drywall Applicator:</u>	<u>APPROXIMATE HOURS</u>
1. Tools and materials identification, use and safety	100 - 200
2. Layout (all phases)	400 - 600
3. Wallboard application (interior & exterior)	800 - 1200
4. Metal Framing - non-load bearing	600 - 900
5. Metal Framing - load bearing	600 - 900
6. Movable partitions	300 - 400
7. Sound control	50 - 100
8. Leveling and Alignment	500 - 700
9. Suspended Drywall grid systems	250 - 500
10. Elevated Floor Systems.....	300 - 500
TOTAL HOURS:	3900 - 6000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

<u>F. Insulation Applicator:</u>	<u>APPROXIMATE HOURS</u>
1. Tools and materials.....	104 - 160
2. Installation of batt type insulation with vapor barrier	325 - 500
3. Installation of unfaced insulation and separate vapor barrier	325 - 500
4. Installation of blown, spray and foam type insulation	325 - 500
5. Blown, spray and foam equipment.....	195 - 300
6. Layout and installation of semi-rigid and rigid type insulation	318 - 490
7. Layout and installation of furring channel.....	195 - 300
8. Layout and installation of mechanical fasteners.....	390 - 600
9. Installation by adhesive methods.....	163 - 250
10. Installation of insulation in sound rated partitions and ceilings	260 - 400
TOTAL HOURS:	2600 - 4000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

<u>G. Lather:</u>	<u>APPROXIMATE HOURS</u>
1. (Nail-on) plaster board, wall board, and acoustical board and other materials used for plaster base and backing	1500 - 2000
2. (Nail-on) metal lath, wire mesh, stripes and angles	300 - 500
3. (Nail-on) corner beads, base screed, door trim, window trim and other metal trim pertaining to the trade of lathing.	300 - 500
4. Clips and hangers and light iron ceiling construction.....	300 - 500
5. Wall furring, pilasters and all partitions construction.....	300 - 500
6. Tying-on metal lath and clipping on board and metal lath	300 - 500
7. Ornamental construction such as beam light- troughs, vaulted ceilings and welding	300 - 500
8. Tying corner beads, base screed and metal base, metal trim and all accessories.	300 - 500
9. Reading plans, specifications and practical layout.	300 - 500
TOTAL HOURS:	3900 - 6000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

H. Maintenance Carpenter:

APPROXIMATE HOURS

1. Care & use of tools, woodworking machinery 325 - 500
2. Form building..... 780 -1200
Build and place straight concrete forms, irregular concrete forms, concrete forms for stairways and floors, walls and columns
3. Rough framing 780 -1200
Floor, wall, roof, stair, scaffolding, etc., on both house and heavy construction. Roof covering.
4. Layout 325 - 500
Batterboards, partitions, doors and windows, box-out in concrete walls.
5. Outside finishing 520 - 800
Application of door and window trim. Fit and sand doors and windows. Application of all exterior finishes and related trim
6. Inside Finishing 975 -1500
Application of door and window trim. Fit and sand doors and windows. Application of baseboards and moldings.
Construction and setting of cases, wardrobes, stairwork.
Flooring. Application of hardware and fittings to exterior and interior of building, doors and windows.
7. Welding 325 - 500
8. Plastics and resilients 195 - 300
9. Acoustics and Drywall 650 -1000
 - a. Ceilings: Layout, cutting, assembly and installation of all materials and component parts
 - (1) Hangers, channels, furring and backing boards
 - (2) Bars: main tees, cross tees, splines
 - (3) Stiffeners and braces
 - (4) Ceiling angles or moldings
 - (5) Finish ceiling materials
 - (6) Items of local practices
 - b. Walls and partitions: Layout, cutting, assembly, erection and/or application of all materials and component parts.
 - (1) Floor and ceiling runners
 - (2) Studs, stiffeners, bracing, fireblocking

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- (3) Resilient and furring channels**
- (4) Layout, framing enclosing, and trimming of door frames, window frames, vents, light wells, and other openings**
- (5) Wall angles and moldings**
- (6) Studless and laminated installations**
- (7) Thermal and sound insulation**
- (8) Installation of backing and finish materials**
- (9) Fireproofing of columns, beams and chases**
- (10) Items of local practices**

10. Miscellaneous..... 260 - 400
Safety, scaffolding, walkways, shoring, sheds, protection, etc.

11. Asbestos abatement and other hazardous material handling and disposal. 65 - 100

TOTAL HOURS: 5200 - 8000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

<u>I. Residential Carpenter:</u>	<u>APPROXIMATE HOURS</u>
1. Care and use of tools and woodworking machinery.....	325 - 500
2. Form building.....	780 - 1200
Build and place straight concrete forms, irregular concrete forms, concrete forms for stairways and floors, walls and columns.	
3. Rough framing	780 - 1200
Floor, wall, roof, stair, scaffolding, etc., on both house and heavy construction. Roof covering.	
4. Layout	325 - 500
Batterboards, partitions, doors and windows, box-out in concrete walls.	
5. Outside finishing	520 - 800
Application of door and window trim. Fit and sand doors and windows. Application of all exterior finishes and related trim.	
6. Inside finishing	975 - 1500
Application of door and window trim. Fit and sand doors and windows. Application of baseboards and moldings. Construction and setting cases, wardrobes, stairwork. Flooring. Application of hardware and fittings to exterior and interior of building, doors and windows.	
7. Welding	325 - 500
8. Plastics and resilients	195 - 300
9. <u>Acoustics and Drywall:</u>	650 - 1000
a. Ceilings:	
Layout, cutting, assembly and installation of all materials and component parts.	
(1) Hangers, channels, furring and backing boards	
(2) Bars: main tees, cross tees, splines	
(3) Stiffeners and braces	
(4) Ceiling angles or moldings	
(5) Finish ceiling materials	
(6) Items of local practices	
b. Wall and partitions:	
Layout, cutting, assembly, erection and/or application of all materials and component parts.	

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- (1) Floor and ceiling runners**
- (2) Studs, stiffeners, bracing, fireblocking**
- (3) Resilient and furring channels**
- (4) Layout, framing enclosing and trimming of door frames, window frames, vents, light wells, and other openings**
- (5) Wall angles and moldings**
- (6) Studless and laminated installations**
- (7) Thermal and sound insulation**
- (8) Installation of backing and finish materials**
- (9) Fireproofing of columns, beams and chases**
- (10) Items of local practices**

10. Miscellaneous.....	260 - 400
Safety, scaffolding, walkways, shoring, sheds, protection, etc.	
11. Asbestos abatement and other hazardous material handling and disposal	65 - 100

TOTAL HOURS: 5200 - 8000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

<u>J. Shipwright:</u>	<u>APPROXIMATE HOURS</u>
1. Hull Construction.....	2275 - 3500
a. Mold Loft	
b. Running lines	
c. Setting bulkheads	
d. Launching	
e. Staging	
f. Installation of foundations of navigation	
g. Equipment	
2. Ship Repair	1950 - 3000
a. Small boats	
b. Decking renewal	
c. Blocking and shoring	
d. Staging	
e. Stern bearing rewooding	
f. Reefer boxes	
g. Joiner work, paneling, bunks, etc.	
3. Millwork.....	650 - 1000
a. Joiner shop	
b. Carpenter shop	
4. Yard Maintenance	325 - 500
a. Building	
b. Piers	
c. Drydocks	
TOTAL HOURS:	5200 - 8000

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction. Time spent in related/supplemental instruction will not be considered as hours of work, and the apprentice is not to be paid for time so spent, unless otherwise stated in these Standards.

The sponsor/training agent must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Washington Industrial Safety and Health Act, and applicable federal and state regulations.

In case of failure on the part of any apprentice to fulfill this obligation, the sponsor has authority to take disciplinary action (see Administrative/Disciplinary Procedures section).

Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community/technical college or other approved training locations shall be reported to L&I on a quarterly basis for verifying attendance and industrial insurance purposes.

For industrial insurance purposes, the WSATC will be considered as the employer should any apprentice, not being paid to attend, sustain an injury while participating in related/supplemental classroom activity, or other directly related activity outside the classroom. The activities must be at the direction of the instructor.

The methods of related/supplemental training must consist of one or more of the following:

- ☐ Supervised field trips
- ☐ Approved training seminars
- ☒ A combination of home study and approved correspondence courses
- ☒ State Community/Technical college: **Columbia Basin Community College**
- ☐ Private Technical/Vocational college
- ☐ Training trust
- ☐ Other (specify)

160 Minimum RSI hours per year, (see WAC 296-05-305(5)): The JATC requires apprentices to attend 160 hours of RSI per school year.

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

Additional Information:

NONE

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

Sponsors may include in this section requirements and expectations of the apprentices and training agents and an explanation of disciplinary actions that may be imposed for noncompliance. The sponsor has the following disciplinary procedures that they may impose: Disciplinary Probation, Suspension, or Cancellation.

Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the program sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is completed. During the disciplinary probation, the apprentice has the right to file an appeal of the committee's action with the WSATC (as described in WAC 296-05-009).

Suspension: A suspension is a temporary interruption in progress of an individual's apprenticeship program that may result in the cancellation of the Apprenticeship Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the Apprenticeship Committee takes further action.

Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. (as described in WAC 296-05-009).

A. General Procedures

1. Committee

- a. All Committee members shall be actively participating in the industry as an employer, supervisor, employee or employee representative.**
- b. A quorum must be present to carry on the regular business of the Apprenticeship Committee. A quorum shall consist of two (2) members from the employer and two (2) members from the employees.**
- c. The Committee may accelerate or extend, through the evaluation process, the advancement of an apprentice in each and every pay period.**

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- d. Extended periods of unemployment may be construed as an unfulfilled training requirement, and the Apprenticeship Committee may place the apprentice in suspension until employment is regained or the Committee may cancel the apprentice from the program.

2. Applicant

- a. It is the applicant's responsibility to keep his or her current address and phone number on file with the apprenticeship office
- b. Applicants in the "pool of eligibles" must check in with the JATC office (see above address) at monthly intervals to maintain his/her eligibility.
- c. Applicants on the pool of eligible list who refuse employment or fail to respond when called may be removed from the list by the JATC.

3. Apprentice:

- a. It is the apprentice's responsibility to keep his or her current address on file with the committee and training center.
- b. It shall be the apprentice's responsibility to maintain a progress record of work experience performed in accordance with the appropriate classification schedule. Such records shall be forwarded to the Coordinator's office, monthly, after they have been signed by the employer or an appropriate representative of the employer. These records shall contain the apprentice's (a) name, (b) classification, (c) employer, (d) months and year of report, as well as hours of work performed.
- c. Each apprentice shall be required to exercise the same diligence in related classroom work as he/she does in on-the-job training to perform assigned tasks in the classroom in accordance to industry standards at the job site.
- d. Apprentices must have adequate transportation to the job.
- e. Apprentices must procure additional prescribed tools as advancements occur (tool list made available upon request). No apprentice may be granted journey level status without a toolbox inspection.
- f. Apprentices may request credit for previous experience. A written request for re-evaluation must be presented to the Apprenticeship Committee with adequate documentation.

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

g. Apprentices, regardless of wages received, shall be as such until he/she has fulfilled all of the program requirements and has been reclassified as a journey level worker.

h. No apprentice shall act as a foreman, contractor, or employer.

4. Employers:

a. All apprentices shall be released from "on-the-job" commitments to attend scheduled related instruction.

b. The employer shall be included in the evaluation process through job site evaluations. Evaluations will be forwarded to the Committee for review and appropriate action.

5. Instructors:

Classroom instructors shall keep an attendance record of apprentice's actual class hours. All records shall note tardiness and early departures and shall be turned into the Apprenticeship Office for disposition.

6. Coordinator:

The coordinator/director oversees the day-to-day operations of the program under the auspices of the JATC.

7. Disciplinary Procedures:

a. Disciplinary action stemming from an apprentice failing to abide by the obligation stated in these Standards may include suspension or cancellation of their Apprenticeship Agreement.

b. An apprentice may be removed from related supplemental instruction for substandard performance, improper conduct, indifference to these Standards, or insubordination, until a resolution is reached. Apprentices may be cited to appear before the JATC.

c. Apprentices who refuse work assignments without just cause are subject to disciplinary action, which may include cancellation of his/her Apprenticeship Agreement.

d. **Related Supplemental Instruction: (RSI)**

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- (1) All apprentices are required to attend classes as scheduled. Apprentices may "bank" up to 40 hours of class time in advance if available.**
 - (2) Apprentices failing to come to a regularly scheduled class without banked time will be sent an automatic reschedule letter from the Training Center. Should the apprentice miss the rescheduled class, he/she will be cited to appear before the JATC and may be canceled from the program. Rescheduled classes must be fulfilled before the next regular scheduled class. Classes start at 8:00 a.m. All apprentices must sign in at the instructor's desk by 8:00 a.m. Apprentices arriving after 8:00 a.m. will be given a late slip. Apprentices arriving after 8:15 a.m. may be denied access to class until the next session. Tardiness will be so noted by the instructor. Three late slips and the apprentice will be cited to appear before the JATC and could be canceled from the program.**
 - (3) An apprentice must complete at least five (5) skill blocks within 10 consecutive class days of instruction. Failure to do so will trigger an interview by the coordinator who will analyze the problem and provide the guidance leading to an acceptable pace.**
 - (4) An apprentice who completes fewer than eight (8) skill blocks in 20 consecutive class days will be cited to appear before the JATC and could be canceled from the program.**
 - (5) All apprentices must observe WISHA and OSHA regulations. Three written warnings of safety violations and the apprentice will be cited to appear before the JATC and could be canceled from the program.**
 - (6) Any apprentice appearing to be under the influence of alcohol or drugs will not be admitted into the Training Center. Anyone violating this rule must immediately remove themselves from the building.**
- e. Employability:**
- (1) An apprentice who has been issued an "ineligible for rehire" notice, will be interviewed by the Coordinator who will review the circumstances and outline corrective steps leading to successful employment.**
 - (2) A second notice will result in a committee citation where the apprentice could be canceled from the program.**

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- (3) A complaint by employers or superintendents will also trigger an interview by the Coordinator who may outline corrective steps leading to successful employment.**
- (4) A second complaint may result in a citation to appear before the JATC.**
- (5) An apprentice who fails to sign the out of work list when unemployed, will be interviewed by the coordinator who will review the circumstances and outline corrective steps leading to successful employment. Refusal to sign the out of work list or refusal to accept a dispatch may result in a citation to appear before the JATC.**
- (6) Apprentices who accept a dispatch and who do not show up for work may be cited to appear before the JATC and may be cancelled from the program.**

f. Drug & Alcohol Policy

(Prescription or nonprescription medications are not prohibited when taken in accordance with a lawful prescription or consistent with standard dosage recommendations.

Drug testing will be conducted by laboratories approved by the Substance Abuse and Mental Health Services Administration National Laboratory Certification Program or CAP/FUDT using both initial and confirmation tests. Both tests must be positive (above government established threshold detection level) before the laboratory can report the result as a confirmed positive test. All laboratory positive tests are reviewed by a Medical Review Officer (MRO) prior to the release of any information to Carpenters Training Trust. Tests will be reported as Pass or Fail.

Confidentiality:

All information received through the drug testing program is confidential communication. Access to this information is limited to those who have a legitimate need to know in compliance with relevant laws.

B. Local Apprenticeship Committee Policies

NONE

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

C. Complaint and Appeal Procedures:

All approved programs must establish procedures explaining the program's complaint review process. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section.

Complaint (after initial probation completed) – WAC 296-05-009 and 296-05-316(21)

Prior to: 20 days of intention of disciplinary action by a committee/organization

- Committee/organization must notify the apprentice in writing of action to be taken
- Must specify the reason(s) for discipline, suspension, or cancellation
- Decision will become effective immediately
- Written reason(s) for such action will be sent to the apprentice

Within: 30 days request for reconsideration from the committee

- Apprentice to request local committee to reconsider their action

Within: 30 days of apprentice's request for reconsideration

- Local committee/organization must provide written notification of their final decision

If apprentice chooses to pursue the complaint further:

Within: 30 days of final action

- Apprentice must submit the complaint in writing to the supervisor (L&I)
- Must describe the controversy and provide any backup information
- Apprentice must also provide this information to the local committee/organization

Within: 30 days for supervisor to complete investigation

- If no settlement is agreed upon during investigation, then supervisor must issue a written decision resolving the controversy when the investigation is concluded

If the apprentice or local committee/organization disputes supervisor decision:

Within: 30 days of supervisor's decision, request for WSATC hearing

- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- WSATC must conduct the hearing in conjunction with the regular quarterly meeting

Within: 30 days after hearing

- WSATC to issue written decision

XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION

NOTE: The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used with the corresponding RCW and/or WAC.

The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. A committee is responsible for the day-to-day operations of the apprenticeship program and they must be knowledgeable in the process of apprenticeship and/or the application of Chapter 49.04 RCW and Chapter 296-05 WAC. Sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-316): (Not applicable for Plant Programs)

Convene meetings at least three times per year of the program sponsor and apprenticeship committee attended by a quorum of committee members as defined in the approved Standards. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings and no disciplinary action can be taken during conference call meetings.

B. Program Operations (Chapter 296-05 WAC - Part C & D):

1. The sponsor will record and maintain records pertaining to the local administration of the apprenticeship program and make them available to the WSATC or its representative on request.

Records required by WAC 296-05-400 through 455 (see Part D of Chapter 296-05 WAC) will be maintained for five (5) years; all other records will be maintained for three (3) years.

2. The sponsor will submit to L&I through the assigned state apprenticeship coordinator the following list:

Forms are available on line at <http://www.LNI.wa.gov/scs/apprenticeship> or from your assigned apprenticeship coordinator.

- Apprenticeship Agreement Card – within first 30 days of employment
- Authorization of Signature - as necessary
- Authorized Training Agent Agreements (committee approving or canceling) – within 30 days

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- Apprenticeship Committee Meeting Minutes – within 30 days of meeting (not required for Plant program)
 - Change of Status – within 30 days of action by committee, with copy of minutes
 - Journey Level Wage – at least annually, or whenever changed
 - Revision of Standards and/or Committee Composition - as necessary
 - RSI (Quarterly) Reports:
 - 1st quarter: January through March, by April 10
 - 2nd quarter: April through June, by July 10
 - 3rd quarter: July through September, by October 10
 - 4th quarter: October through December, by January 10
3. Adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these Standards that must be submitted for L&I approval and updating these Standards. The L&I apprenticeship program manager may administratively approve requests for revisions in the following areas of the Standards:
- Program name
 - Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - Section VII: Apprentice Wages and Wage Progression
 - Section IX: Related/Supplemental Instruction
 - Section XI: Committee - Responsibilities and Composition (including opening statements)
 - Section XII: Subcommittees
 - Section XIII: Training Director/Coordinator

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement, with L&I before the apprentice attends the related/supplemental instruction classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by L&I.

L&I must be notified within 30 days of program approval, of all requests for disposition or modification of agreements, with a copy of the committee minutes approving the changes, which may be:

- Certificate of completion
- Additional credit
- Suspension (i.e. military service or other)
- Reinstatement
- Cancellation and/or

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- Corrections
- 2. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
- 3. Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
- 4. The sponsor has the obligation and responsibility to provide, insofar as possible, continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another, or to another sponsor when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these Standards. The new sponsor or training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
- 5. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
- 6. Hear and adjust all complaints of violations of apprenticeship agreements.
- 7. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the sponsor will recommend that the WSATC award a Certificate of Completion of Apprenticeship. The program will make an official presentation to the apprentice that has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

1. Offer training opportunities on an equal basis to all employers and apprentices. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. Not require an employer to sign a collective bargaining agreement as a condition of participation.
2. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. Require all employers

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

requesting approved training agent status to complete an approved training agent agreement and comply with all federal and state apprenticeship laws and the appropriate apprenticeship Standards.

3. Submit approved training agent agreements to the department with a copy of the agreement and/or the list of approved training agents within thirty days of committee approval. Submit rescinded approved training agent agreements and/or the list of approved training agents to the department within thirty days of said action.

E. Composition of Committee: (see WAC 296-05-313)

Apprenticeship committees must be composed of an equal number of management and non-management representatives composed of at least four members but no more than twelve. If the committee does not indicate its definition of a quorum, the interpretation will be "50% plus 1" of the approved committee members.

Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa; EXCEPT, this does not apply where the Registration Agency represents the apprentice(s).

For plant programs the WSATC or the department designee will act as the employee representative.

Quorum: A quorum shall consist of two (2) members from the employers and two (2) from the employees.

Program type administered by the committee: **GROUP JOINT**

The employer representatives shall be:

**Ben Moyers, Chairman
Bechtel Hanford, Inc.
MSIN: T2-05
3350 George Washington Way
Richland, WA 99352**

**John Hauptmann
Don J. McMillin Constructors, Inc.
10411 S 952 PR
Kennewick, WA 99337**

**Jack Grigsby, Jr.
Drywall Interiors
424 Wellhouse Loop
Richland, WA 99352**

**Pat O'Lynch
1990 Sait Street
Richland, WA 99352**

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

The employee representatives shall be:

Pete Gier, Secretary
PO Box 2423
Pasco, WA 99301

Ernest D. Shoemaker
2819 W Sylvester
Pasco, WA 99301

Geary Young
PO Box 2423
Pasco, WA 99301

Arthur S. Carlson
2819 W Sylvester
Pasco, WA 99301

XII. SUBCOMMITTEE:

Subcommittee(s) approved by L&I, represented equally from management and non-management, may also be established under these Standards, and are subject to the main committee. All actions of the subcommittee must be approved by the main committee.

NONE

XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

John A. Roberts, Coordinator
2819 W. Sylvester
Pasco, WA 99301

COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

Map of area covered by the Columbia Basin Carpenters.

